

ENROLLED ORDINANCE 159-85

APPROVE CHANGES FOR NON-REPRESENTED EMPLOYEES'
SALARY AND BENEFITS IN 2005

WHEREAS it is necessary to maintain an appropriate and competitive salary and benefit system to attract and retain non-represented employees, and

WHEREAS the Clerk of Courts, County Board Chair, County Clerk, County Executive, Register of Deeds, Sheriff, Treasurer, and County Board Supervisors participate in the same health and life insurance programs as the Non-Represented Employees.

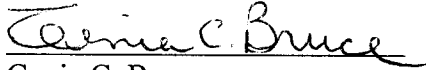
THE COUNTY BOARD OF SUPERVISORS OF THE COUNTY OF WAUKESHA DOES
ORDAIN the following changes in the salary and benefit structures for Non-Represented employees and elected officials for 2005:

- Section I. Effective January 8, 2005, the following modifications will be made to the non-represented employee compensation systems.
- A. An across-the-board increase of three percent (3%) will be applied to Step Ranges S-1 through S-8, Non-04 and Non-05.
 - B. An across-the-board increase of two percent (2%) will be applied to Step Ranges S-9 through S-11, Open Ranges O-8 through O-23, Information Systems Ranges IS-1 through IS-16, Step Ranges Non-01 through Non-03, and Tmp-32.
- Section II. Effective June 25, 2005, the following modifications will be made to the non-represented employee compensation system. An across-the board increase of one percent (1%) will be applied to Step Ranges S-9 through S-11, Open Ranges O-8 through O-23, Information Systems Ranges IS-1 through IS-16, Step Ranges Non-01 through Non-03, and Tmp-32.
- Section III. Effective July 1, 2005, modify the Point-Of-Service Health Insurance Plan In-Network benefit design by adding a fourth tier to the current 3-tier prescription drug benefit to include a \$100 monthly co-payment for high cost prescription medications.
- Section IV. Effective January 1, 2005, modify the non-represented employee and elected official group life insurance benefit by adjusting the benefit limit from \$185,000 to \$250,000.
- Section V. Effective January 1, 2005, discontinue the County's annual \$100 contribution into employee's Health Care Reimbursement accounts and increase the County's annual contribution into employee's Post Employment Health Plan accounts by \$100.

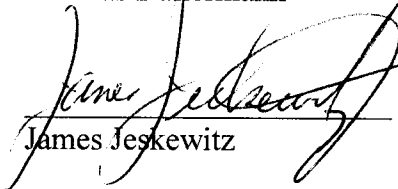
APPROVE CHANGES FOR NON-REPRESENTED EMPLOYEES'
SALARY AND BENEFITS IN 2005

Presented by:
Personnel Committee

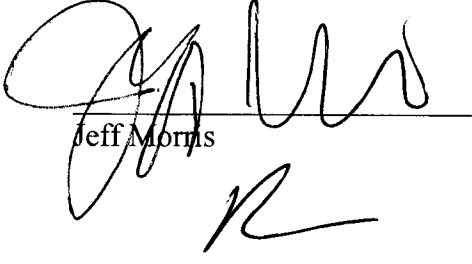

Duane E. Paulson, Chair


Genia C. Bruce


Thomas Bullermann

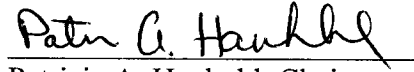

James Jeskewitz

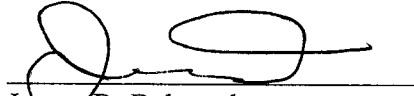
absent
Bonnie J. Morris


Jeff Morris

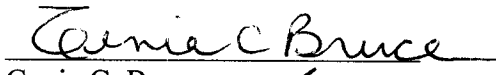

Robert G. Thelen II

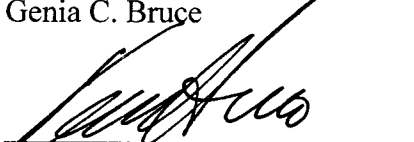
Approved by:
Finance Committee



Patricia A. Haukohl, Chair


James R. Behrend

absent
Donald M. Broesch

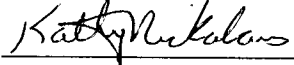

Genia C. Bruce


Kenneth C. Herro


Joe C. Marchese

absent
Bonnie J. Morris

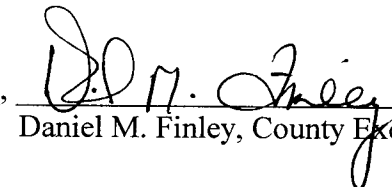
The foregoing legislation adopted by the County Board of Supervisors of Waukesha County, Wisconsin, was presented to the County Executive on:

Date: 12-17-04, 
Kathy Nickolaus, County Clerk

The foregoing legislation adopted by the County Board of Supervisors of Waukesha County, Wisconsin, is hereby:

Approved: ✓

Vetoed: _____

Date: 12-17-04, 
Daniel M. Finley, County Executive

WAUKESHA COUNTY BOARD OF SUPERVISORS

V

DATE-12/14/04

(ORD) NUMBER-1590080

1 K. HERRO.....AYE
 3 D. STAMETIA.....
 5 J. MARCHESE.....AYE
 7 J. JESKEWITZ.....AYE
 9 P. HAUKOHO.....AYE
 11 K. HARENDA.....AYE
 13 J. MORRIS.....AYE
 15 D. SWAN.....AYE
 17 J. BEHREND.....AYE
 19 W. MITCHELL.....AYE
 21 W. KOLB.....AYE
 23 J. TORTOMASI.....AYE
 25 K. CUMMINGS.....AYE
 27 G. PAULSON.....AYE
 29 T. BULLERMAN.....AYE
 31 M. STROUD.....AYE
 33 D. PAVELKO.....AYE
 35 G. SEITZ.....AYE

2 R. THELEN.....AYE
 4 H. CARLSON.....AYE
 6 D. BROESCH.....
 8 J. DWYER.....AYE
 10 S. WOLFF.....AYE
 12 J. GRIFFIN.....AYE
 14 A. KALLIN.....NAY
 16 E. MANKE.....AYE
 18 R. MORRIS.....
 20 M. KIPPE.....AYE
 22 G. BRUCE.....AYE
 24 B. KRAMER.....AYE
 26 S. KUEHN.....AYE
 28 P. JASKE.....AYE
 30 K. NILSON.....AYE
 32 P. GUNDRUM.....AYS
 34 R. SINGERT.....NAY

TOTAL AYES-30

TOTAL NAYS-02

CARRIED X

DEFEATED _____

UNANIMOUS _____

TOTAL VOTES-32